

ATTACHMENT 1.

Address by Sara Weddington

Sarah Weddington, Special Assistant to President Carter for Women's Interests, was the keynote speaker at the Thursday luncheon. Highlights of her speech included the following statements:

The White House recognizes that there is a great need to achieve a world free of stereotyping of all minorities. We must all strive to make a world where we all have choices. Men's opportunities for career choices are almost unlimited. The limit to women's achievement should be only by individual merit. Traditionally, however, women have been limited to roles of teacher, nurse, wife, and mother. Women should be allowed to have a range of choices: to be a fulltime wife and mother, to combine this role with professional challenge in the working world, or to emphasize the professional challenge and move forward on the same basis as men.

Women must work together, trying to open doors previously closed to women. We must work to help all women step through the door of opportunity. She cited her own achievements in the Texas legislature in helping to pass an equal credit bill. (Previously women resident in Texas were required to have a male co-signer in order to obtain credit.) During her tenure in the office of the Texas Counsel General she expedited the hiring of state counsels to include 50 percent women, 30 percent minorities of all new hirees.

Miss Weddington cited statistics showing the real need for improving women's working opportunities: Ten percent of all American families are headed by women; 50 percent of all adult women are working; two-thirds of working women have husbands earning less than \$10,000 annually. Today the average income of women is 60 percent the average income of men. This ratio holds true for college-educated women. The climbing divorce rate is now one in three adult women have been---or will be---divorced and the ratio will soon be one of two. These numbers show that women need to think of their own future. They can no longer assume that it is better if they wait to be taken care of. It is better if women work together in organizations, such as FEW.

Progress has been made in achieving greater opportunity for women under the Carter administration. Twenty-one percent of the top appointments have gone to women, compared to 12 percent previously. Ten percent of Carter-appointed lawyers are women, compared to 3 percent previously. Seventeen percent of the judges appointed by Carter are women, compared to 2 percent before. Women make up 33 percent of the Federal work force, but they earned 44 percent of all promotions last year. One of five Federally-employed women were promoted in 1977-1978, compared to one of eight males so employed.

A major obstacle in the path of upward mobility for women is Veterans' Preference. Forty-one percent of all women applicants pass the professional entrance examination, but only 27 percent are hired. Twenty-one percent of all male applicants pass the entrance exam; 34 percent are hired. Miss Weddington stated her belief that Veterans' Preference should not be a lifetime privilege but rather should be limited to need, such as education, within a set-time frame. And it should be restricted to those who have fought in the service of their country. Veterans' Preference should benefit especially those who have been injured, she said, and the widows of those who have died.

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important to women. Eighty percent of all part-time Federal employees are women. Congress has been asked by the White House to pass a bill to expand such appointments. Among questions still to be answered, however, are some relating to promotion of part-time employees. Should time-in-grade for part-time employees be twice as long as that for fulltime employees? How should time-in-grade be computed: by calendar days or by actual numbers of hours worked? She asked for comments.

Today, concerns of women are of growing interest. In 1980, the UN will sponsor a Conference on Women in Copenhagen. HUD is conducting a study on mortgages and their availability to women. All agencies of the Federal Government under the Carter administration currently are focussed on the needs of women.

In closing, Miss Weddington saluted the talents women bring to the Federal Government. She asked that all women at the Convention share three affirmations: "We are women, we are government women on the move, we are government women moving forward together."